

Health and Safety Policy

Global Policy

Revised May 2018

We are committed to providing a safe and healthy workplace for all our employees, and to protecting our customers and the public by ensuring our products and services meet the highest safety standards.

Our Policy

Our products and services help keep people safer and healthier – so for us, health and safety lie at the heart of our business model. They are core principles integrated into all of our processes and operations, and crucial elements of our product design and development process.

We will demonstrate our commitment to health and safety by:

- providing safe working conditions through the proactive assessment and mitigation of workplace hazards and comply with all applicable workplace safety standards and directives,
- integrating safety into our processes and operations, including product design and development, and institute practical sustainability measures to reduce waste and increase efficiencies,
- actively promoting safety concepts and encourage all employees to share in our commitment by fostering a culture of empowerment and accountability at all levels of the organization, and
- measuring and review our performance and strive for continual improvement.

Accountability

Our internal safety and health systems and programs must meet applicable laws, regulations and other requirements at all locations. We see this duty of care not merely as a legal obligation but a moral imperative, based on our commitment to ethical conduct and respect for human life.

Ultimately, everyone must act in accordance with our safety policy at all times, wherever they are, in whatever role – whether at an OSI site or elsewhere.

All employees will be held accountable for adherence to our safety standards and practices, and managers must actively promote safety responsibility and encourage all employees to share in our commitment.

Our Health and Safety Goals

- ✓ Accident and injury prevention through risk recognition and reduction
- ✓ 100% compliance with all applicable workplace safety standards, laws and directives
- ✓ Engagement in the safety process at all levels of the organization
- ✓ Full awareness of applicable safe practices and policies
- ✓ Continual improvement in our performance and behavior.

Our Responsibilities to Each Other and the Public

Safety is a shared responsibility throughout the organization, and a condition of employment. We must all conduct our business in a way that protects the safety and health of our employees and colleagues, clients, visitors, and the public.

Our policy and systems are based on the principle that accidents are preventable through proactive assessment and mitigation of workplace hazards. Where hazards cannot be completely eliminated, we will provide protective controls and equipment to mitigate hazards to the greatest degree possible. And because 'that which is measured gets done,' we will measure and review our performance and strive for continual improvement.

What is your role?

All employees at OSI Systems are expected to take an active part in accident prevention by following the rules, maintaining equipment, reporting all injuries (including near misses), participating in safety meetings and training, encouraging co-workers to comply with safety procedures, and reporting unsafe acts. We must all:

Act responsibly and work safely.

This includes:

- Always being mindful of safety,
- Handling hazardous substances with care and according to instructions and guidelines provided by OSI and the product manufacturer,
- Avoiding distractions and not rushing,
- Not participating in horseplay or childish behavior at work, and
- Seeking guidance from your local safety representative to ensure that planned activities are compliant with applicable safety standards and encouraging others to seek guidance in the same way.

Recognize and report hazardous conditions in the workplace.

- Be alert to hazardous conditions and unsafe acts in the workplace,
- Challenge unsafe behaviors of others, whether actual or potential, and accept challenge from others in a positive way, and
- Report unsafe acts and hazardous conditions to management immediately.

Care for ourselves, our co-workers, our clients and the general public.

This means that we should all:

- Understand the hazards associated with our own jobs and with our colleagues' jobs,
- Follow applicable safe work practices and encourage co-workers to work safely,
- Keep our work areas and tools orderly and in good condition,
- Wear, and properly care for, all required personal protective equipment (PPE),
- Always practice good personal hygiene and handle chemicals safely,
- Ensure that visitors to our sites are safe, and that all work done at client locations is carried out safely,
- Encourage our suppliers and business partners to comply with applicable laws and regulations, as well as this Health and Safety Policy, when on an OSI site or acting on behalf of our company,
- Ensure that the products we build are safe for use by our customers and members of the public.

Participate in safety training and emergency action drills.

We are all required to:

- Take responsibility for completing any required health and safety training
- Make sure we know what to do if an emergency occurs at our place of work.

Report all work-related injuries and illnesses (and near-misses) immediately.

We must all:

- Report to management any accidents, incidents, near misses, non-compliance with regulations, or anything else posing a risk to health, safety and security
- Understand that the purpose of an accident investigation is not to assign blame, but to determine factors which caused an incident in order to prevent further occurrences – and therefore participate fully and openly in any investigation.

Recommend improvements and corrective actions.

- Everyone is encouraged to provide input on health and safety matters, including recommendations related to the design and safe assembly of our products.
- We should share information and lessons learned from prior incidents and near misses to help make our manufacturing processes and products as safe as possible.

Leadership Responsibilities

All managers and leaders are expected to promote safety, and encourage employees to share in our commitment by fostering a culture of empowerment and accountability at all levels. Managers and leaders must ensure that safety is a driver of business decisions.

Facility and Site Leaders

The most senior person on any site is ultimately accountable for the health and safety of employees, contractors and visitors at that location, regardless of his or her function or reporting line.

Additional Responsibilities for Managers

Supervisors (including supervising managers and engineers) are responsible for the care, keeping and custody of the employees under their charge. Supervisors are expected to:

- Understand the safety procedures in their respective areas,
- Ensure every employee understands and follows personal safety procedures,
- Ensure that each worker has and wears all required personal protective equipment (PPE),
- Reinforce safety rules and monitor work habits,
- Correct any and all unsafe work habits, using disciplinary action where it is warranted,
- Follow up on corrections to ensure instructions are being followed,
- Investigate every accident or near-miss, and implement corrective actions as needed,
- Provide a forum for employees to discuss any hazardous or potentially hazardous situation at the work site,
- Be alert to safety risks from any new equipment, changes in processing methods, or changes in personnel, and
- Above all, set an example.

OSI's divisional leaders are responsible for ensuring that appropriate resources are available to provide for plant and personnel safety equipment, as well as for the institution of safety systems, programs and training.

Each divisional group must:

- Institute local policies to ensure that subsidiaries are compliant with all applicable safety standards and/or best practices specific to their sites and working environments,
- Designate a full-time health and safety representative where appropriate, and establish and support joint management-employee safety committees at all manufacturing facilities,
- Institute policies, programs and/or management systems, in accordance with the size and scope of their operations, to ensure that workplace hazards are recognized and mitigated through the application of sensible engineering controls and safe practices,
- Provide timely reports of incidents, accidents, near misses and emergencies to corporate leadership, and
- Review safety systems and programs at least annually.

Implications for our Suppliers, Vendors, Sub-Contractors, and Affiliates

Our business partners, including subcontractors, are expected to provide a safe and healthy work environment in compliance with all applicable laws and regulations. They should implement effective programs to prevent or mitigate risks to workers from physical and chemical hazards in the workplace and ensure that their employees have access to adequate and relevant health and safety information.

While working at OSI facilities, sub-contractors must follow the same rules and procedures as our employees, including maintaining equipment, reporting all injuries (including near-misses), encouraging co-workers to comply with safety procedures, and reporting unsafe acts.

Policy Enforcement

This policy is overseen by the Corporate Environmental, Health, and Safety (EHS) Compliance Department under the supervision of the Corporate Director of Global EHS Compliance, whose team will audit health and safety compliance on a scheduled basis, conduct regular and unplanned compliance inspections, set corporate objectives and review progress, receive and review incident reports, liaise with local and divisional leadership and EHS representatives, and provide guidance and support where needed to achieve environmental objectives and to respond to emergency incidents.

Policy Application

This policy applies to all officers, directors, employees, contractors, and part-time and temporary workers employed by, or under the control of, OSI Systems and all of its global subsidiaries. In addition, all visitors and third-parties on-site at OSI facilities are required to comply with this policy.

Division and individual site leadership may develop supplemental health and safety policies to accommodate unique risks, site-specific processes and/or procedures, or policies to comply with local laws and regulations. All supplemental policies must be consistent with this policy and be approved in writing by the OSI Systems Director of Global EHS Compliance.



To report any unsafe conduct, hazardous conditions, or behavior which is not compliant with this policy or the law, contact your manager, EHS, Compliance, or the OSI Ethics Hotline at:

<http://osi.ethicspoint.com>

Policy Information

Policy Owner

Director, Global EHS Compliance
OSI Systems, Inc.

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Review Cycle

Biannual

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